

Utah State Library Strategic Plan Process

II. Values and Guiding Principals:

The value statement, which often includes guiding principles, along with mission and vision statements, will define and shape the organization's culture and climate, and establishes the standards upon which it operates. It also establishes for every employee those values against which their performance should be measured, along with the organization's performance, as well as some standards for measuring the library's success. The values statement is about who USL is – its character, as compared to the mission statement that declares why we exist, and our vision statement that declares what we want to be.

Every organization should be guided by a set of values.

- They provide an underlying framework for making decisions – part of the organization's culture.
- Values are often rooted in ethical themes, such as equality, honesty, trust, integrity, respect, fairness, and social and environmental consciousness.
- Values should be applicable across the entire organization.
- Values express who we are as an organization.

Values and Guiding Principal Descriptors:

Accountable, Achieve, Best, Committed, Contribute, Customer, Develop, Diversity, Ethical, Embrace, Excellence, Fairness, Focus, Give, Honesty, Individuality, Integrity, Meaningful, Provide, Recognize, Satisfaction, Service, Share, Strive, Support, Team, Teamwork, Us, Value, We.

Sample Guiding Principles:

- We serve every patron's information needs with courteous, knowledgeable and superior staff interactions, and intelligent collection design.
- We recognize every adult's right to uncensored information within the bounds of established laws, and strive to provide requested access in as many formats as practical.
- We strive for superior quality in all library services and programs.
- We recognize and respect diversity of cultures, thinking, literacy, learning styles, age, background and talents.
- We foster an open communication work environment to embrace honesty, integrity, professional ethics and accountability.
- We strive to achieve courtesy and respect in all of our working relationships, both internal and external.
- We recognize the value of rapidly changing technological, economic, political and social environments and strive to incorporate them as much as possible and appropriate into our library culture and operations.